COSA-SAPOA STATUS REPORT
UNRESOLVED ISSUES
TUESDAY, DECEMBER 21, 2021

A1 Duration
- SAPOA offers a counter proposal for a 5-year agreement (Oct 1, 2021 to Sept 30, 2026)

A10 Safety and Equipment
- Sec. 2 Preventive Vehicle Maintenance Program – Waiting for COSA to provide counter

A11 Promotions – Ready to TA

A14 City Property/Off-Duty Employment Office
- Sec. 2 Off duty Office – Ready to TA

A16 Wages
- Sec. 1 Wage Schedule – SAPOA has provided its proposal

A22 Miscellaneous Leave Provisions
- Sec. 2 Leave Pay Upon Separation – Waiting for COSA reponse

A28 Disciplinary Actions
- Sec. 19 (180-day Rule) / Subsection B (major misconduct) – SAPOA language on table

A29 Internal Security Interview Procedure
- Sec. 2 Internal Affairs Investigations
  Subsection C (48-hour Rule) – Conflicting proposals

A30 Health Benefits
- Sec. 6 – Waiting on a COSA counter

Articles – Tentative Agreement or No Action Taken:

Preamble
A2 Definitions
A3 Association Rights – TA 3-30-2021
A4 Management Duties to the Association
A5 Non-Discrimination by the Association
A6 No Strike Clause
A7 Management Rights – TA 3-30-2021
A8 Maintenance of Standards
A9 Labor Relations Committee
A11 Promotions – TA 12-8-2021
A12 Seniority
A13 Hours of Work – TA 8-20-2021
A15 Grievance Procedure – TA 3-19-2021
A17 Death in Family Leave
A18 Court and Call-Back Pay
A19 Clothing Allowance – TA 3-30-2021 / Amended TA 8-30-2021
A20 Holidays
A21 Vacation
A23 Working in a Higher Classification
A24 Police Cadet Hiring Guideline – TA 2-26-2021
A25 Initial Probationary Period
A26 Field Training Officers
A27 Promotional Probationary Period
A31 Retiree Health Benefits
A32 Supplemental Benefits – TA 3-30-2021
A33 Educational Incentive Pay
A34 Certification and Instructors Pay
A35 Psychological and/or Medical Examination
A36 City Protections for Police Officers
A37 Employee Personnel Systems
A38 Miscellaneous Provisions – TA 3-30-2021
A39 Civilianization – TA 6-17-2021
A40 Savings Clause
A41 Closing Statements